



HEALTH AFFAIRS

THE ASSISTANT SECRETARY OF DEFENSE

WASHINGTON, D. C. 20301-1200

OCT 23 2003

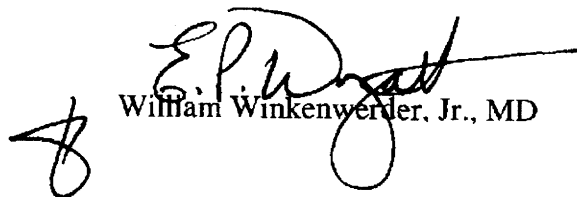
MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY (M&RA)
ASSISTANT SECRETARY OF THE NAVY (M&RA)
ASSISTANT SECRETARY OF THE AIR FORCE (M&RA)

SUBJECT: Reserve Component Wartime Health Care Specialties with Critical Shortages

Paragraph 4.1.2 of Department of Defense Directive 1205.20 dated January 8, 1996, requires the Assistant Secretary of Defense for Health Affairs, to publish biennially in odd numbered years a list of critical officer skills needed to meet Ready Reserve medical shortages. This list is used to govern eligibility for all Reserve Component health professional incentive programs.

Attached is the Critical Shortage List of health care specialties from which the Services' Reserve Components can choose to offer incentives for Fiscal Years 2004 and 2005. Services will offer incentives to specialties that are both on the attached list, that are below the 80 percent threshold in a specialty, and in some cases, above the 80 percent level but require incentives to maintain levels consistent with operational requirements. Those specialties above 80 percent in each Service may require special attention to receive an incentive because of their importance to their Service. These will be handled on a case-by-case evaluation.

This shortage list supersedes any previously published list. The point of contact for this action is Colonel Perry D. Kendrick at (703) 614-4159.


William Winkenwerder, Jr., MD

Attachment:
As stated

cc:
USD (P&R)
ASD (RA)

**RESERVE COMPONENT HEALTH PROFESSIONAL SPECIALITIES CRITICAL
WARTIME SHORTAGES FOR FY 2004 AND 2005**

PHYSICIANS

Aerospace/Aviation Flight Surg	- ARNG, USAFR
Anesthesiology	- AFNG, USAFR, USNR
Colon Rectal Surgeon	- USNR
Critical Care Medicine	- USAFR, AFNG
Dermatology	- USAR
Diagnostic Radiologist	- USAR
Emergency Medicine	- USAFR, AFNG, USAR
Family Practice	- USAFR, AFNG, USAR
Field Surgeon	- ARNG
Gastroenterology/	- USNR
General Surgeon	- AFNG, USNR, USAR, USAFR
Infectious Disease Medicine	- USNR, USAR
Internal Medicine	- USNR, USAFR, AFNG
Nephrologists	- USNR
Neurologist	- USAFR, USAR
Neurosurgeon	- USAFR, USNR, USAR
OBGYN	- USAR
Ophthalmologist	- USAFR, USAR
Orthopedic Surgeon	- USAFR, AFNG, USNR, USAR
Otolaryngology	- USAR, USAFR
Plastic Surgeon	- USNR, USAR
Preventive Medicine	- USAR, ARNG
Psychiatry	- USAR, ARNG
Pulmonologist	- USNR
Thoracic Surgeon	- USAFR, USAR, USNR
Trauma Surgeon	- USNR
Urologist	- USNR, USAR
Vascular Surgeon	- USNR

DENTIST

General Dentistry	- USAFR, ARNG, USAR, AFNG
Endodontist	- USAR
Oral Surgeon	- USAFR, USAR, USNR
Periodontist	- USAFR, USAR
Prosthodontics	- USAR

NURSE

Clinical/Med Surgical Nurse
Critical Care Nurse
Flight Nurse
Nurse Practitioner
Nurse Anesthetist
Operating Room Nurse
Primary Care Nurse Practitioner
Professional Nurse
Psychiatric

- USAFR, USAR
- USAFR, AFNG, USAR, USNR
- USAFR, AFNG
- USAFR
- USAFR, AFNG, USAR
- USAFR, AFNG, USAR, USNR
- USAFR
- USNR
- USAR

OTHER

Biomed Lab Officer
Clinical Psychology
Entomology
Medevac Pilot
Optometry
Pharmacist
Physical Therapist
Physician Assistant

- AFNG
- ARNG
- USAR
- ARNG
- USAFR, USAR, ARNG
- AFNG
- AFNG,
- ARNG